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ABSTRACT

The measurement of career commitment involved use of an instrument which assessed the value to a woman of a career in terms of her desire to remain at work (1) despite objections of her husband (marriage context career commitment) and (2) despite problems her working might pose for her children (children context career commitment). Marriage context career commitment correlated negatively with children context career commitment, and the two types of commitment correlated differentially with other variables. Children context career commitment is positively related to women's having egalitarian attitudes toward children's sex roles and to their encouragement of egalitarian sex role behavior for their children. Career commitment (both types) is not related to the perceived probability of children's egalitarian sex role behavior. Marriage context career commitment is negatively related to women's holding egalitarin attitudes toward sex roles, encouraging egalitarian sex role behavior. Marriage context career commitment is positively related to women's having traditional attitudes toward spousal roles while children context career commitment is negatively related to this. Marriage context career commitment is not related to marital adjustment, but children context career commitment is negatively related to it. (Author)

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# THE RELATIONSHIP OF WOMEN'S CAREER COMMITMENT TO THEIR ATTITUDES TOWARD THEIR CHILDREN'S SEX ROLE SOCIALIZATION, TO THEIR ATTITUDES ON SPOUSAL ROLES, AND TO MARITAL ADJUSTMENT*

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ABSTRACT

A review of the literature on women and working revealed that although much research has been done on the effects of working on women's marital and family life, little had been done in connection with their commitment to their work roles. In particular, no research had been done to link either working or commitment to specific aspects of women's attitudes toward their children's sex role socialization and toward spousal roles. This study focuses on the commitment factor and is guided by the general assumptions: (1) that career committed women will socialize their children toward equalitarian sex role attitudes and behavior, (2) that these women will themselves favor equalitarian spousal roles, and (3) that marital adjustment would be unaffected by career commitment. The grounds for the last assumption is established from the literature. It was hypothesized that career commitment would be correlated with attitudes supporting socialization to equalitarian sex roles, with encouragement of equalitarian sex role behavior, and anticipation of equalitarian sex role behavior of their children. It was further hypothesized that career commitment would have no effect on marital adjustment but that it would be correlated with equalitarian attitudes toward spousal roles. The measurement of career commitment involved use of an instrument which assessed the value of a woman's career to her in terms of her desire to remain at work despite objections of her husband ("marriage context career commitment") and despite problems her working might pose for her children ("children context career commitment"). In a surprising finding, marriage context career commitment correlated negatively with children context career commitment and the two types of commitment differentially behaved in connection with the hypotheses. The sample is composed of 157 nursing alumni of a midwestern

university. The results show that children context career commitment is positively related to holding equalitarian attitudes toward children's sex roles and to their encouragement of equalitarian sex role behavior for their children. Career commitment is not related to the probability of their children's equalitarian sex role behavior. Marriage context career commitment is negatively related to holding equalitarian attitudes toward sex roles, encouraging equalitarian sex role behavior and the expectations of the display of equalitarian sex role behavior. Marriage context career commitment is positively related to traditional attitudes toward husband and wife roles while children context career commitment is negatively related to such attitudes. Marriage context career commitment is not related to marital adjustment, but children context career commitment is negatively related to marital adjustment.

# THE RELATIONSHIP OF WOMEN'S CAREER COMMITMENT TO THEIR ATTITUDES TOWARD THEIR CHILDREN'S SEX ROLE SOCIALIZATION, TO THEIR ATTITUDES ON SPOUSAL ROLES, AND TO MARITAL ADJUSTMENT

## INTRODUCTION

Since 1950 there has been a sharp rise in the number of women workers in the United States. This increase in the number of professional women has been due to the awareness of employment opportunities, the advanced educational level of women, and the expansion of educational institutions. Moreover, there has been a shift from employment for necessity to employment by choice. Yet, even these women who are highly committed to the prospect of a career are faced with discomforting ambiguities about the effect of the career on another set of roles that are also very important to most women, those involved with the family. Although much has been done in regard to employment, only a small amount of research has been done in the area of a woman's commitment to a career and its effect on her marital relations and children.

In this study the effect of career commitment on marital adjustment, on equalitarian attitudes toward marital roles, and on some attitudinal matters related to the socialization of children into sex roles will be the principal focus. These topics are of interest because it is expectable that more women will be career-oriented in the future. Since more women will probably be entering employment and the professions, the effect of a woman's career commitment on these matters remain topics of interest to sociologists.

It can be inferred that career-committed women should have attitudes that favor equalitarian sex role behavior for their children. No data presently exists on this point and the investigation of this inference is an objective of this study. Since career-committed women are functioning

in such role situations and since it appears that they are highly motivated to do so, it can be inferred that they derive considerable satisfaction in life from doing so. It is highly likely that they will transmit to their children high evaluations of equalitarianism in sex roles and a positive image of the beneficial effects of this equalitarian situation. It has been shown in numerous studies that children of career-committed women have equalitarian views of sex roles and engage in equalitarian sex role behavior to a greater extent than other children (c.f. Almquist and Angrist, 1970; Astin, 1969; Baruch, 1972; Douvan, 1963; Hartley, 1960; Jones, et al., 1967; Kappel and Lambert, 1972; King, McIntyre, and Axelson, 1968; Meier, 1972; Siegel and Curtis, 1963; Tangri, 1972; Vogel, et al., 1970).

It can be expected that these differences are due to their learning positive attitudes toward sex role equalitarianism from their mothers. It can be hypothesized that career-committed women have definite attitudes in favor of equalitarian sex role behavior for children.

HYPOTHESIS I. High career-committed women have attitudes that support equalitarian sex roles in children while low career-committed women have attitudes that support traditional sex role behavior in children. A positive correlation between career commitment and equalitarian attitudes toward sex roles for children is predicted.

Since career-committed women portray a sex role model of equalitarian sex role behavior, it appears that they would encourage equalitarian sex role behavior in their children. This is another inference on which no data presently exists. It has been found that some people's attitudes and behavior do not correspond, but it would appear in the case of career-committed women that since they are portraying equalitarian behavior

in their own life and support attitudes toward equalitarian sex role behavior, that they would encourage equalitarian sex role behavior for their children.

HYPOTHESIS II. High career-committed women encourage equalitarian sex role behavior for children while low career-committed women encourage traditional sex role behavior for children. Hence, career commitment is expected to be positively correlated with encouragement of equalitarian sex role behavior for children.

If career-committed women have attitudes that support equalitarian sex role behavior and if they overtly encourage equalitarian sex role activities for their children, it can be expected that they would anticipate that their children would in fact display equalitarian sex role behavior.

HYPOTHESIS III. High career-committed women believe that their children or their future children will display equalitarian sex role behavior while low career-committed women believe that their children or their future children will display traditional sex role behavior. Career commitment is expected to correlate positively with the anticipated probability of equalitarian sex role behavior being displayed in the woman's children.

These three hypotheses all deal with the effect of career commitment on the socialization of children into equalitarian sex roles. Previous work in the area has concentrated only on women's employment, but this study is investigating the matter of women's level of commitment to their jobs rather than the mere fact that they are employed. The next section will deal with the effect of women's level of career commitment on marital adjustment.

In this study both career commitment and marital adjustment are being

studied. From the literature it appears that women's employment has different effects on marital adjustment depending on the influence of numerous other variables in the situation such as the number of children or social class for example (c.f. Applebaum, 1952; Bailyn, 1970; Birnbaum, 1971; Blood and Wolfe, 1960; Gianopulos and Mitchell, 1957; Gover, 1963; Hall and Gordon, 1973; Holmstrom, 1972; Hurvitz, 1965; Komarovsky, 1953; Levinger, 1966; Locke and Mackeprang, 1949; Orden and Bradburn, 1969; Powell, 1961; Safilios-Rothschild, 1970). Career commitment involves more than women's employment, because it also includes their desire to be working rather than just the actual condition of employment. When women choose to work it has been found that their marital adjustment is not significantly different from non-working women. It appears that there should be no difference in marital adjustment scores of high career-committed women and low career-committed women as long as they have had a choice in whether or not to be employed. A difference in high career-committed women's scores on the marital adjustment scale could be explained by other reasons such as their liberal attitudes and the effect of this attitude on their not giving socially desirable answers to marital adjustment questions. Conservative women or low career-committed women may tend to give socially desirable answers and have better marital adjustment scores.

HYPOTHESIS IV. There will be no significant difference between high career-committed women and low career-committed women on the marital adjustment scale. The relationship between marital adjustment and career commitment is not expected to be significant.

What is to be investigated finally is that given the fact that career commitment has been found in numerous studies to be associated with an object-

ive state of role equalitarianism as evidenced, for instance, in a more equalitarian division of household labor (c.f. Blood and Hamblin, 1958; Blood and Wolf, 1960; Hoffman, 1960; Holmstrom, 1972; Lamouse, 1969; Nye and Hoffman, 1975; Safilios-Rothschild, 1970), it is to be expected that this is matched by an attitudinal role equalitarianism. This point is important because this study is investigating the degree to which career-committed women not only demonstrate equalitarian behavior to their children but also back this up with what amounts to advocacy of equalitarian role situations. If they have equalitarian attitudes in their marital relations it appears that they would encourage equalitarian sex roles for their children.

HYPOTHESIS V. High career-committed women have equalitarian attitudes toward husband and wife role relations while low career-committed women have traditional attitudes toward husband and wife role relations. A positive correlation between career commitment and equalitarian attitudes toward husband and wife role relations is predicted.

## METHODOLOGY

The sample for this study is constituted of nurses who graduated from the University of Iowa School of Nursing prior to January 1973 and who live in the Iowa City area. Nurses were chosen because nursing is a respected career employing a substantial proportion of all women professionals, and it is easy to reenter after a period of childraising (Winter, 1967).

Nurses were also chosen because their profession is traditionally a feminine one which offers an opportunity for providing nurturance and succorance (Fogarty, Rapoport, and Rapoport, 1971). Thus, any difference

found would relate to the significance of the woman's career commitment rather than the nature of work in the profession. The sampled women are not engaged in a masculine profession that stresses masculine values which could affect their attitudes. Equalitarian attitudes could be due to following a masculine profession rather than to the degree of career commitment. In a feminine profession like nursing, any tendency to have more equalitarian attitudes toward sex roles would be due to career commitment rather than to influences from a masculine pattern of activity.

Approximately 200 alumni were contacted by telephone. Of these, 133 agreed to participate in the research project. To all of the 133 women who agreed to participate, a questionnaire was sent. Seventy-three additional alumni were selected from the surrounding area who could not be reached by toll free telephone. A questionnaire was mailed to each of these alumni without a prior request for their participation.

One hundred nine questionnaires (82%) were received from the 133 alumni that agreed to participate by telephone. Of the remaining 73 questionnaires, 48 were received for a response rate of 66%. The total return was 157 questionnaires for an overall response rate of 76%.

The questionnaire contains general demographic questions such as age, marital status, work status, religious preference, etc. Scales were also developed to measure career commitment and attitudes toward sex role socialization. Scales to measure socio-economic status, attitude toward husband and wife roles and marital adjustment were borrowed from the literature.

The nurses' family socio-economic status was computed by use of Hollingshead's two-factor index for socio-economic status (Hollingshead, 1965).

On this basis the sample was divided into five classes. Class I corresponds to the highest socio-economic class while Class V corresponds to the lowest socio-economic class.

For a measure of marital adjustment, the original version of the Locke-Wallis Marital Adjustment Scale was included. It is a 15 item scale which has been widely used by family oriented professionals due to its careful construction and convenient size.

Attitudes toward husband and wife roles in marriage were measured by using a refined version of Jacobson's Marital Role Scale (Jacobson, 1952). Jacobson as well as Blood and Hamblin administered the scale to both spouses and used the intra-dyad difference to measure adjustment. The larger the difference the poorer the adjustment. It serves well as a role scale, since the predictive validity can be interpreted as establishing that if one spouse is too much more liberal than the other (or too much more conservative) then trouble lies ahead or is in progress. This is a value-conflict theory of adjustment. A high score on the scale indicates a conservative view or the traditional male-dominant view of husband and wife roles and a low score indicates a liberal attitude or a feminine-equalitarian view of husband and wife roles.

The woman's career commitment was measured in three ways. Two Likert scales were developed and a ranking question was used. The ranking question, a measure of "professionalism" among nurses (Price, 1974), asked the women to state their preference by ranking (from 1 to 3) the importance of having a career, marriage, or children. The two Likert scales dealt with the probability of the women quitting work in two different problematic situations. In the first situation, the women were asked to estimate the probability of their quitting a job they might have if their husband disapproved of their

working. In the second situation, the women were asked to estimate the probability of quitting the job when faced with certain problems in connection with their children.

The first Likert scale, dealing with situations when the husband disapproves of his wife's working, measures what will be termed "marriage context career commitment." The scale consists of various items dealing with possible marital situations that could arise when the wife works. The scale consists of four responses to the basic question: Would you quit working if such situations arose? The responses ranged from "definitely I would" to "definitely I wouldn't". The original scale consisted of 15 items. The scale was factor analyzed to reduce the scale to a unidimensional scale of 9 items. The factor explained 100% of the variance. The alpha of the 9 item scale was .81963. The higher the woman's score on the scale the higher the extent of marriage context career commitment that is true for her. The scale consisted of items that were reversed so as to be stated in the negative to help eliminate the effect of a yea response set.

The second Likert scale dealing with the woman's career commitment measures "children context career commitment." In this question, the woman is faced with situations in which problems with her children arise which could be attributable to her working. The four responses to these items also are geared to the probability of the woman quitting work if problematic situations arise. The responses range from "definitely I would quit" to "I definitely wouldn't quit." The scale consisted of 12 items. The alpha level for the scale was .8903.

The latter two methods for measuring career commitment present an opportunity for the respondent to state her attitudes toward her career

in contrast to her marriage and her children. The ranking question allowed the respondents to rank their relative importance to her life. The two Likert scales presented a means of ranking the woman's overall career commitment on a continuum rather than a forced ranking. Some subjects were not able to make a ranking of the three choices, but they were able to respond to the Likert scaled questions. The two Likert scales also allowed for the possibility of seeing whether or not the woman's marriage or her children had the greatest effect on her level of career commitment. It could be that a woman is committed to either her marriage or her children but not both over her career.

Three Likert scales for measuring attitudes toward sex roles for children were employed to test the first three hypotheses. These three scales each consisted of the same 19 items concerning behavior of children of both sexes at different ages. The items deal with non-traditional masculine and feminine behavior displayed in children. These three scales containing the same items but different response choices were used in order to ascertain the woman's attitude toward children's sex roles (Hypothesis I), her behavior if her children showed non-traditional sex role behavior (Hypothesis II), and the probability that her children would display non-traditional sex role behavior (Hypothesis III).

The first of these scales asks for responses to 19 items which are stories or situations about children engaged in non-traditional sex role behavior. Respondents are asked how they would feel if their children displayed non-traditional sex role behavior. The five responses range from "I would be very upset by it" to "I would be very happy about it." This scale is employed in connection with Hypothesis I dealing with the effect of career commitment on attitudes toward sex roles for children.

A high score measures equalitarian sex role attitudes while a low score measures traditional ones. The alpha for the scale dealing with equalitarian attitudes toward children's sex roles was .81683.

The second scale asks respondents what they would do if they were faced with the situations where their children displayed non-traditional sex role behavior. The responses to the different situations range from "I would take immediate steps to change this" to "I would strongly encourage this." This scale was used in connection with Hypothesis II which is concerned with mothers' behavior in reaction to childrens' non-traditional role behavior. A high score on this scale indicates behavior that encourages non-traditional sex role behavior in children. A low score on the scale indicates that the woman discourages non-traditional sex roles and encourages traditional sex roles for her children. The alpha for the scale is .83087.

The third scale asks respondents if the situations portraying non-traditional sex role behavior are typical of their children or would possibly occur in their children. The five responses range from "not true or probable" to "very true or probable." This scale is used to test Hypothesis III dealing with respondents perceptions of the probability that their children will display non-traditional sex role behavior. A high score on this scale indicates that respondents find or expect that their children display noticeable degrees of non-traditional sex role behavior. A low score indicates that responsents find or expect that their children probably follow the traditional sex roles. The alpha for the scale is .93616.

Missing data was a problem in the study as some subjects failed to answer one or more questions. In order to keep the sample size at 157 for computational purposes and to avoid the problem of including different sets

of subjects in various computations, missing data was handled in the following manner. For each subject's response on a given scale item that was missing the mean of all respondent's responses to the item was assigned.

The significance level chosen to test the four directional hypotheses was the .01 level. Hypothesis IV stated that there would be no difference between high and low career-committed women in regard to marital adjustment. The significance level used to test this hypothesis is the .10 level since it is on the other side of the null hypothesis. The significance level was decreased so a true null hypothesis would have less chance of being rejected.

Social and Background Characteristics of the Sample

The sample included 157 women who are married or who have previously been married. Their ages ranged from 24 to 71 with a mean age of 39.8 years. The 143 women who are married constitute 91.1% of the sample. 43.6 percent or 65 women already had their nursing degrees and were working when they married. Fifty-two women or 34.9% of the sample had started nursing school when they married. Sixty-one women work full-time, 39 women work part-time and 57 women do not work. The majority of the women (63.7%) work either full-time or part-time. Table 1 shows the breakdown of marital status of the women by work status. Of the 57 women who

Table 1 about here

were not working, family reasons and pregnancy were given most often as the reasons they had quit working. Over half of the women or 67.8% said they probably would go back to work. Only 18 women in the sample had no children. Eleven women or 68.8% said they would not quit work if they had children.

81.3% or 13 women said they wanted to have children. The mean number of children for the sample was 2.5. The total sample felt that the mother should stay home with her children for a little over four years (50.8 months).

One hundred-sixteen women or 75.8% are protestants with the most prevalent denominations being Methodist (18.5% of the sample) and Lutheran (16.6% of the sample). Twenty-nine women or 19% of the sample are Catholic and .7% are Jewish. The remaining 7 women or 4.6% do not belong to one of the three major religions. 50.3% of the women attend church at least once a week. The mean rate of church attendance is between one and two times a month.

The mean socio-economic class of the women based on their father's education and occupation is Class III which corresponds to the middle class. Sixty-nine women reported their mother's occupation and 50.7% of these mothers were in managerial positions with the distribution being skewed toward the upper professional levels. The mean educational level of the respondents' mothers was 4.74 which is between a high school degree and 1-3 years of college.

The respondents' husbands tended to be in professional or executive positions. The modal score was the highest educational level while the mean was at the second highest occupational level. On the question dealing with the husband's encouragement of the respondent's working, 41.5% or 61 husbands were very encouraging. The mean score was 2.721 which is "fairly encouraging" on the scale continuum. The women who had returned to work as the mean for question 17 concerning the husband's encouragement or discouragement of his wife returning to work was 3.076 which corresponds to "fairly encouraging."

Professionalism of Women in the Sample

Career commitment in the sample as measured by the "professionalism" criteria was not very great. 9.6 percent of the sample had an advanced degree beyond their bachelor's degree in nursing. 61.2% or 92 women had taken at least one year of additional schooling beyond their undergraduate degree, but 101 or 63.2% said that they did not plan on any further education. Only 37 women or 24.2% belonged to a professional association and only 9 of these women held positions in professional associations. The respondents who were members attended very few associational meetings. Five women did attend meetings at least six times a year, but 18 association members never attended meetings or attended only once a year.

The women were asked to rank career, marriage, and children in order of their importance in their own lives. One hundred twenty-two women ranked marriage as number one in importance for them while 16 women ranked children as number one and 12 women ranked career as number one. One hundred and one women ranked children as second in importance in their life while 26 ranked career as second and 18 women ranked marriage as second. One hundred seven women ranked career as number 3 in importance while 28 women ranked children in this position and 10 ranked marriage as number three. In as much as the professionalism measures did not manifest a convincing degree of variance, the burden fell on the two commitment scales for purposes of testing the hypotheses formulated in this study. These scales did generate adequate variance and functioned much more adequately as career commitment measures. Table 2 presents the distribution of women on both career commitment scales.

Table 2 about here

## RESULTS

The results of the study are summarized in tabular fashion in Table 3.

Table 3 about here

It is of greatest interest to note that, with the exception of Hypothesis III, in no case do the findings in connection with marriage-context career commitment correspond with those of children context career commitment. This fact is not anticipated by the career commitment literature and is itself a finding that is as important as those for the individual hypotheses.

In regard to the hypotheses themselves, though, the findings can be summarized quite succinctly:

(1) Children context career commitment is positively related to this study's respondents' holding equalitarian attitudes towards sex roles for their children, and to their encouraging equalitarian sex role behavior for their children. It is not related to the perceived probability of the children displaying equalitarian sex role behavior.

(2) Marriage context career commitment is negatively related to all three of these variables: holding equalitarian attitudes, encouraging equalitarian behavior, and the expectations of display of equalitarian behavior.

(3) While marriage context career commitment is not related to marital adjustment, children context career commitment is negatively related to it.

(4) Marriage context career commitment is positively related to traditional attitudes toward husband and wife roles while children context career commitment is negatively related to such attitudes.

### Partial Correlation Analysis

Partial correlation coefficients were computed for the relationships

obtained in testing the hypotheses to see if any other variables might be covering up the true relationship between the independent variables of career commitment and the dependent variables of marital adjustment, husband and wife role relations, attitudes toward equalitarian sex role behavior in children, encouragement of equalitarian sex role behavior in children, and the probability of equalitarian sex role behavior being displayed by children. Variables used as control variables were selected on the basis of their previous ability to be the cause of spurious relationships in other studies. The correlation coefficients between marriage context career commitment and children context career commitment and the dependent variables were controlled for using the number of children, the woman's work status, her marital status, her age and her social class.

The only relationship that was changed to an insignificant level of significance was in connection with Hypothesis II as the association between children context career commitment and the encouragement of equalitarian sex role behavior diminished when controlling for the number of children. The correlation coefficient was diminished from .2366 to .1804 and the significance level dropped to .021 from .001. When the number of children that the woman had was controlled for, the woman's encouragement of equalitarian sex role behavior diminished. This indicates that some of the relationship between children context career commitment and encouragement of equalitarian sex role behavior is due to the number of children in the situation. In point of fact, the number of children is <u>inversely</u> related to the other two variables. That is to say that the fewer the children the higher is both children context career commitment and encouragement of equalitarian sex role behavior. Substantively speaking this suggests an important effect of and/or on family size by the variables in this hypothesis.

Children context career commitment is to some extent easier in a small family and to some extent it keeps families small. In such families encouragement of equalitarianism occurs more frequently partly as a result of the hypothesized career commitment and partly, suggestively, out of some desire to interact more intensively with each child where this interaction includes some encouragement of equalitarian sex role behavior.

It appears though that there probably are no other spurious relationships between the dependent variable and the independent variables.

## DISCUSSION AND CONCLUSIONS

This study's principal findings are the inverse relationship between the two types of career commitment and the opposite nature of their respective relationships with the variables in this study's hypotheses. They are not surprising findings once they are reflected upon but they do not seem to have been taken into account in earlier studies. It now seems that a distinction will have to be made between a career's effects on a woman's marriage and its effects on her children as studies proceed on female career commitment and both will have to be taken into account as factors operating in opposite directions. As noted additional studies will have to ferret out the implications of this for women in other careers than in nursing and for actual effects on such things as career re-entry, etc.

The difference between women who had high levels of career commitment on the children context scale and those who had high levels of career commitment on the marriage context scale is of great interest. The questionnaire does not provide enough information to probe deeply into this issue although a brief descriptive distinction is possible. The high children

context career-committed women tended to be younger and it is possible that the low marital adjustment scores could be due to the length of time they have been married. They may be in a state of adjusting to having young children and working at the same time. The questionnaire did not have a question ascertaining the woman's length of marriage. They may have had low career commitment scores on the marriage context scale due to the salience of their marriage since it is a new situation to them and has great importance.

The high marriage context career-committed women were older so they had probably been married longer. It appears that they placed more emphasis on their children than their marriage. As Veroff and Feld (1970) stated, middle class women tend to put more emphasis on child rearing than their marital relations. Child rearing is a source of personal satisfaction to them. High marriage context career committed women also held traditional views so they would probably have high marital adjustment scores due to their conservative attitudes.

It is possible that the time and era that the women were raised in was affecting their attitudes toward the importance of their career in relation to the marriage context and the children context. Additional research is needed to come to a better understanding of the differences in career commitment in regard to various family situations. It is imperative to draw a sample of women in a profession that is less traditional and feminine to see if the differences are still evident in career commitment scores for the marriage context and the children context scales.

The negative correlation between marital adjustment and children context career commitment was not hypothesized, but there is a possible explanation for the poorer marital adjustment scores of high children context

career-committed women. High career-committed women on this scale had liberal views toward general values and aims in society. Edwards et al. (1972) found that the Locke-Wallis marital adjustment scale which was used in this study tended to be biased by socially desirable responses. Women with traditional values tended to have higher scores since they gave conforming answers. High children context career-committed women had liberal attitudes and would not tend to give socially desirable answers. Hurvitz (1965) also found that women with traditional views toward husband and wife roles tended to be happier than wives who had equalitarian views toward husband and wife roles such as did the high children context career-committed women. Since children context career-committed women also were younger, they could be facing greater stress in adjusting to the new situation of being married in comparison to women who had been married a longer length of time and held traditional attitudes. A possible aid in this problem would be to administer more than one index of marital adjustment such as using Orden and Bradburn's Marital Balance Scale (1969) along with the Locke-Wallis marital adjustment scale and see how career commitment correlated with the two scales.

As Safilios-Rothschild (1970) stated, work commitment is an area of concern for ascertaining the effect of a woman's employment on her family. This study has brought to light the added necessity of pointing out the type of career commitment of a woman in regard to certain areas of the family. Previously, work commitment was combined with measures of work commitment over all family situations such as Almquist and Angrist's measure of career salience in their 1970 study. The career commitment scales and the sex role scales used in this study need to be administered to additional groups in order to develop them into more valid and reliable

measures of career commitment.

TABLE 1

Work Status of Women in Sample by Marital Status

| Work Status | Marital Status | | | | |
|---|---|---|---|---|---|
| | Married | Widowed | Divorced | Separated | Total |
| Full-time | 52 | 2 | 6 | 1 | 61 |
| Part-time | 35 | 2 | 2 | 0 | 39 |
| Don't work | 56 | 1 | 0 | 0 | 57 |
| Column Total | 143 | 5 | 8 | 1 | 157 |

TABLE 2

Breakdown of Sample into Three Categories* for Marriage Context and Children Context Career Commitment

| Children Context Career Commitment | Marriage Context Career Commitment | | | |
|---|---|---|---|---|
| | Low | Middle | High | Row Total |
| Low | 2 | 10 | 22 | 34 |
| Middle | 14 | 54 | 14 | 82 |
| High | 22 | 15 | 4 | 41 |
| Column Total | 38 | 79 | 40 | 157 |

*Low = lowest 25%, middle = middle 50%, high = highest 25%.

TABLE 3

Summary Table of Results of Hypotheses

| Hypothesis | Correlation Coefficient | Confirm Hypothesis |
|---|---|---|
| I. High career commitment is positively related to equalitarian attitudes toward sex roles for children. | | |
| a. marriage context | -.4467* | no |
| b. children context | .3200* | yes |
| II. High career commitment is positively related to encouragement of equalitarian sex roles for children. | | |
| a. marriage context | -.4306* | no |
| b. children context | .2366* | yes |
| III. High career commitment is positively related to the perceived probability of the woman's children displaying equalitarian sex role behavior. | | |
| a. marriage context | -.2529* | no |
| b. children context | .1186 | no |
| IV. No significant relationship between career commitment and marital adjustment. | | |
| a. marriage context | .0848 | yes |
| b. children context | -.2605* | no |
| V. High career commitment is negatively related to traditional attitudes toward roles for husband and wife. | | |
| a. marriage context | .6016* | no |
| b. children context | -.4411* | yes |

*p .01

**The relationship diminished to .1804 and .021 level of significance when using number of children as a control variable.

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